

CHAPTER 9 INTERVENTION COUNSELING

The Intervention Counseling Program is used as an “early warning system” to track police officers with complaint histories for the purpose of providing guidance. To receive Intervention Counseling (IC), the subject officers must have the following:

1. Three or more investigations of Formal Civilian-Initiated or Formal Department-Initiated complaints within a 12-month period; or
2. Five or more investigations involving Informal, Procedural, Formal CI, Formal DI or a combination within a 12-month period.

During Intervention Counseling, the subject officers meet with the Deputy Chief of their bureau, the PSCU Commander and their immediate supervisor for informal counseling. This informal counseling session involves a review of the complaints against the subject officer²⁰, whether sustained or not, in a positive attempt to assist him/her. No formal record is made of the substance of the IC session.

The PSCU conducts a monthly review of its’ investigation files to ensure that subject officers meeting the IC criteria are identified in a timely manner. When officers are identified as a result of this review, a memorandum is written by the PSCU Commander to the subject officer’s Bureau Chief requesting the scheduling and the completion of Intervention Counseling.

Illustration #19: Intervention Counseling (IC)

Time Period of Intervention Counseling	Total Number of Intervention Counseling Sessions	Number of Subsequent Complaints from IC Date to December 31, 1997					
		0 ²¹	1	2	3	4	5+
Jan. - Dec. 1997	20	14	3	2	0	1	0
Jan. - Dec. 1996	16	3	3	5	1	2	2
Jan. - Dec. 1995	15	5	3	3	2	1	1

²⁰ Subject officer refers to the sworn member of the SJPD against whom the complaint was made.

²¹ This value represents the number of subject officers that received no complaints since their Intervention Counseling (IC) date.

Illustration No. 19 lists the number of IC sessions between January 1 and December 31 for the years 1995 through 1997. The number of subject officers with subsequent complaints from their IC date should not be compared due to the differences in time between the 1997, 1996, and 1995 sessions. A longer time period from the IC date increases the possibility of having subsequent complaints.

Twenty IC sessions occurred in 1997. Seventy percent (70%) of the subject officers received no subsequent complaints following the IC session. Fifteen percent (15%) of the subject officers received one subsequent complaint following the IC session. Ten percent (10%) of the subject officers received two complaints following the IC session.

Sixteen IC sessions occurred during 1996. Nineteen percent (19%) of the subject officers have either received one complaint or none since they were counseled in 1996. However, thirty-one percent of the subject officers received two subsequent complaints since the 1996 IC date.

During 1995, fifteen IC sessions were conducted. Thirty-three percent (33%) of the subject officers have received no subsequent complaints and another 20% of the subject officers have received one to two complaints since their IC sessions through December 31, 1997.

In addition to Intervention Counseling, the SJPd has implemented other methods to address officers receiving multiple complaints. For example, subject officers and their supervisors may enter into a written agreement whereby certain steps are identified and followed in an effort to deter the alleged misconduct from reoccurring.